



*General Contractors &  
Construction Managers*

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March 22, 2016

Honorable Eric Coleman, Co-Chair  
Honorable William Tong, Co-Chair  
Joint Committee on Judiciary  
Connecticut State Legislature  
Legislative Office Building, Room 2500  
Hartford, Connecticut 06106

RE: SB 468 – An Act Concerning the Commission on Human Rights and Opportunities

Greetings:

This letter is written in support of the portion of SB 468, that provides that CHRO shall review and formally approve, conditionally approve or disapprove the content of the affirmative action plan not later than ninety days following the date of the submission of the plan to the commission, and further that if the executive director or the executive director's designee, fails to approve, conditionally approve or disapprove a plan within such period, the plan shall be deemed to be approved.

Standard Builders, Inc. supports the above referenced language, as a means to ensure that contractors doing business with the State of Connecticut receive prompt feedback after submitting affirmative action plans which are required under current state statute. Our most recent experience with affirmative action plans is outlined below:

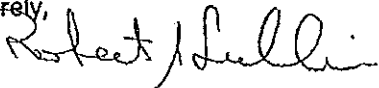
- On January 3, 2013 we began a project that was scheduled for completion at the end of June 2013. After beginning work on the project, we learned that a portion of the funds were coming from a state of Connecticut grant, which necessitated the development of an affirmative action plan. On March 22, 2013, we submitted an affirmative action plan to CHRO. More than one year later (letter dated April 16, 2014) we received a letter from the Commission on Human Rights and Opportunities disapproving the plan. While the project had already been completed, we exhibited good faith and amended and resubmitted the plan on May 15, 2014. On September 2, 2014, we received conditional approval of the plan. The conditional approval from CHRO came eighteen months after our original plan submission.
- On October 24, 2014, we submitted an affirmative action plan for a project that commenced on October 6, 2014. Based upon our prior experience, we made a concerted effort to regularly and repeatedly call and email the Commission to determine the status of our plan. In response to these efforts, we received notice on April 22, 2015, that our plan was approved.

Without an enforceable requirement that the Commission respond to affirmative action plans within a set period of time, Standard Builders, Inc. and all its subcontractors are disadvantaged by the 2% retainage that is held pending approval of the affirmative action plan. Standard Builders takes extraordinary measures to

ensure that women and minority-owned and other small businesses have an opportunity to participate in projects using state of Connecticut funds. Despite these efforts, Standard Builders, Inc. and all subcontractors and suppliers are financially disadvantaged when funds are held for extended periods of time, pending the review of affirmative action plans. We know from prior experience that the lengthy period of retainage can create significant cash flow problems for the small businesses with whom we deal.

Your support of the above referenced language in SB 468 is strongly encouraged.

Sincerely,

A handwritten signature in cursive script, appearing to read "Robert J. Sullivan".

Robert J. Sullivan, PE  
President